

DALLAS COLLEGE FACULTY ASSOCIATION

MEETING MINUTES



Attendees	Date & Location
Andrew Tolle (EFC, DCFA Pres.) Erin Kelley (RLC, DCFA Sec.) Keith Baker (NLC, DCFA Treas.) Denise Griffin (ECC) Stacy Vasquez (MVC) Jennifer Siemantel (CVC Interim) Cherilyn Cox (BHC) substituting for Josh Rose (DCFA VP)	October 14, 2022 Zoom 12:00pm

Agenda Items

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General Updates	CHRO Search: Andrew Tolle updated us to let us know the first round of interviews is in progress. Second round begins Oct. 31. Membership Update by Jennifer Siemantel (%'s are approximate): BHC 52% EFC 39% CVC 60% MVC 52% RLC 40% RLC 41% 50% all FT faculty at Dallas College are DCFA Members DCFA Advance Blog Added Documents: Link to Approved Meeting Minutes Link to DCFA Public Calendar (for purposes of transparency; will add Council Meetings with Chancellor, Provost, Council and SOR's, ad hoc, etc.) and member meetings Link to Timeline of Faculty Participation in Evaluation System (updated every 5 min.). This document shows a	

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	timeline of faculty, SOR's, and Council 's participation in the Faculty Evaluation System. Chancellor and Provost minutes ("notes") with Council: Some meeting minutes may not be available. For those that are, they may be written in a brief summary. The main issue is that Chancellor or Provost has to approve the minutes, and sometimes they do not do so. Other Past DCFA Meeting Minutes: only need 4 votes to approve minutes for public dissemination. (It's not that certain DCFA Presidents didn't approve, they just approved after it had already received a majority.)	
Faculty Performance Evaluation	DCFA Continued Participation in Evaluation System: Faculty are encouraged to read Timeline of Faculty Participation & Approved Meeting Minutes on the blog so as to understand the role of Council participation and how that participation has been interpreted by the administration. Faculty should continue to bring questions and concerns of your evaluation to the Provost. Note: Vice Provosts, Deans, and Chairs are sometimes interpreting the evaluation in their own way and different from other schools. At this time, Council recommends bringing specific concerns directly to Dr. Floyd, who has requested such. Andrew mentioned that Dr. Floyd is frustrated with different types of interpretations and wants to be aware when it happens. One-on-Ones: there is now a centralized form that all Chairs should be using. These are a list of questions. Some faculty are still concerned that there is still no clear definition of "meets" and "exceeds." DCFA has requested a rubric from Chairs then approval of the rubric from Curriculum Committees. Two concerns: equitability while acknowledging a difference in disciplines. This is the reason why we need input from	

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	Chairs and Curriculum Committees. Note: One-on-One form should be emailed to faculty within 48 hours after the one-on-one meeting. Check the form and update as needed before sending back to Chair. Board "Approval" of Faculty Evaluation: not necessary because the evaluation system is operational and not official policy. (If official policy, then can't change easily). Note: the Council has gotten changes made and it would not have been possible if it had already become Board policy. Examples of "policy": only those with 3 yr. contract faculty may be called "Professor." Council is working to change this provision for the possibility that any FT faculty may be called "Professor." After discussions with DCFA, Provost has confirmed that they will put this in a package of proposed policy changes for the Board. Another policy: Contractual recommendation may only be based on most recent annual performance evaluation (it should, instead, include consideration of all performance evaluations). After discussions with DCFA, Provost has confirmed that they will include this in the proposed policy changes. Note: both of these are proposals to be changed and have not been changed yet. Past Service Included in Performance Evaluation: Dr. Floyd mentioned that we are all beginning a new performance evaluation this year, but if you want information to be included from last year, then add it in now. Student Evaluations in Performance Evaluation: One particular board member is pushing for student evals to receive priority, despite past FA bringing up biases and methodological problems in student evals. Ex. structural racism, sexism, sexual orientation, religion, ageism. Dr. Floyd has mentioned that the evals should be filtered through trained administrators but this is not	

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	written in current policy. So the Council is working on this issue at this time. DCFA Council Vote on Faculty Evaluation Presentation: Andrew Tolle discussed that the Council unanimously voted (on Sept. 26, 2022) against endorsing or co-presenting the Evaluation System when Dr. Floyd made initial presentation on Oct. 4, 2022. This was in light of the continued concerns faculty were bringing to FA/admin. (See timeline.) SOR's and DCFA Meeting: Council and SOR's have agreed to meet together in an attempt to further reinforce the unification of faculty across schools and campuses. Dallas College "Making a Difference" Employee Success Stories: Faculty are encouraged to use the form to publish their accomplishments to spread awareness to the administrators and to the public, at large.	
Committee Updates	DCFA Convention Committee Update: DCFA Convention will be held on November 11, 2022 at 1:30 at the Commissioner's Court downtown. After party at El Centro 5:00-7:00 (catered). Voting Proxies and the DCFA Convention: A person can vote for a total of 5 people (including themselves)	